

# Improving Payroll Accuracy Through Time and Attendance Integration

## The Client

Sam Steel Inc., a mid-sized steel manufacturing company with 150 employees, relying on hourly labor and shift-based operations. The company used a time and attendance system for tracking employee hours, but payroll processing remained separate and required manual data handling.

## The Challenge

A disconnect between time tracking and payroll created ongoing operational strain. Supervisors were responsible for exporting timesheets each week and manually uploading them into the payroll system. This process was time-consuming and often extended beyond regular working hours.

As the business scaled, three key challenges emerged:

### 1 Manual Data Transfer and Inefficiency

Supervisors spent significant time entering and verifying hours, reducing focus on core responsibilities.

### 2 Payroll Inaccuracies and Rework

Errors in time entry led to incorrect pay, frequent employee complaints, and ongoing adjustments during payroll processing.

### 3 Compliance and Audit Risk

The structure aligned with key Canada Revenue Agency audit triggers, including control, dependency, and integration

These issues impacted payroll timelines, employee trust, and overall operational efficiency, making pay cycles a recurring point of friction.

## The Solution

VensureHR worked with the organization to streamline payroll operations through system integration and process standardization. At the core was the implementation of an integrated payroll and time and labor management solution using VensureHR's unified platform. Employee time data, captured through biometric time clocks, now flows directly into payroll, eliminating the need for manual uploads. To ensure consistency, pay codes for overtime, holidays, and shift differentials were standardized within a single system, reducing discrepancies in calculations. Supervisors and payroll staff were trained on the updated workflow, with a focus on exception handling and system usage to improve accuracy and adoption. A parallel testing phase was conducted across two pay cycles, allowing the organization to validate data accuracy and ensure a smooth transition before full implementation. To maintain accuracy over time, ongoing monitoring was introduced through weekly audit reports, enabling early identification and resolution of discrepancies.

## The Results

Following implementation, the organization saw clear operational improvements:

- › Reduced time spent by supervisors on manual payroll tasks
- › Improved payroll accuracy and fewer employee-reported discrepancies
- › More consistent handling of overtime and pay calculations
- › Reduced need for last-minute payroll adjustments

## Business Impact

By integrating time and attendance with payroll, the company improved both efficiency and accuracy in its payroll process.

Supervisors can now focus on operational responsibilities instead of administrative rework, while employees benefit from more reliable and timely pay. The organization also strengthened its compliance posture with more consistent data and improved audit visibility.

